15

1954-9-51 **File No.** S-37/2-I

B Cland. Public Works **DEPARTMENT**

E. **BRANCH** II

Subject:— P.W.D. sub-Overseers Association

V

B[K]. 1st

File No. S-37/2 - I

Ed. Sect. Slip. 24 A

Std. Sectt. 78 a.

G.R., G.D., No. 2408, dated 22-6-22.]

Correspondence

DOCKET SHEET

Subject :—

File No. S-37/2-I

Public Works **DEPT.**

E. **BRANCH.** U

References :—

Copies of pages from the main file

B[M].

Date.	To whom sent.	Notes and instructions.

Copies of Resolutions Nos. 3, 4, 12 and 15 passed at the 2nd Annual General Meeting of the Bombay Public Works Department Sub-Overseers' Association.

"RESOLUTION NO.3."

This Association urges the Government of establish the permanent cadre of the Sub-overseer's immediately, to remove the misapprehension prevailing amongst them that their appoin--tments are purely temporary and their services are likely to be terminated at any time. Better and efficient work could be expected from the Sub-overseers as a result of security of service following the sanction of a permanent cadre.

Proposed by:
Mr. G. N.Joshi,
Seconded by:
Mr. K. S. Kulkarni.

RESOLUTION NO.4.

This association requests the Government to issue necessary orders to the Heads of the Departments, to maintain a seniority list of Sub-overseers and refer to it on the occasion of promotions which should be strictly on the strength of seniority and merits.

Proposed by:
Mr. G. N. Joshi
Seconded by:
Mr. M. D. Deshpande.

RESOLUTION NO?12.

As per Government Letter No. 9569/36-E(II), dated 23rd July 1948, the Sub-overseers are allowed to appear for the Professional Examination after putting in minimum of 6 years of service. This Association requests the Government that the period should be reduced to 3 years from 6. It is pointed out that there are many Sub-overseers who have already put in more than 3 years of Service in the Department by now.

Proposed by:
Mr. D.V. Kale
Seconded by:
Mr. H. L. Pandit.

RESOLUTION NO.15.

It has come to the notice of the Association that some candidates (selected from the Department) have been made

to .....

to work in their original, posts as Maistries and Karkuns though they have successfully passed through the Training Course in the College. This Association, therefore, requests the Government to issue orders that no further appointments to the posts of Sub-overseers should be made until all the trained hands are absorbed. It need not be emphasised that the qualified Trainees original belonging to the Department have those recruited from outside the Department.

Proposed by:
Mr. D. R. Sampagaonkar
Seconded by:
Mr. P. G. Aragkar.

No.S-37/2/43600-E(II). Public Works Department,
Bombay Castle, 10th August
1949.

Copies forwarded to-

The Electrical Commissioner with the Government of Bombay,

The Superintending Engineers of Circles,

The Public Health Engineer to Government.

for report. The report should be submitted separately on each Resolution and in quadruplicate.

2. The scale of pay sanctioned for the Sub-Overseers is a mofussil scale. Those who serve in Bombay City will, therefore, be eligible for compensatory local allowance and house rent allowance. The Superintending Engineer, Bombay Circle, is requested to elucidate whether there is any truth Resolution No.8 (copy enclosed).

By order of the Governor of Bombay,

Id/-

K. V. Joglekar,

for Deputy Secretary to the Government
of Bombay, Public Works Department.

DJT./-

RESOLUTION NO. 15 OF THE BOMBAY P.W.D. SUBOVERSEERS' ASSOCIATION:

Deputed from the Deptt.

SUBORDINATES, FOR SUBOVERSEERS COURSE: APPOINTMENT OF - AS SUBOVERSEERS ONLY:

There are no cases in this Circle where deparmental candidates, who have passed the Suboverseers' Examination, the made to work in their original posts of maistries, Karkuns etc. but where there are no posts of Overseers or Suboverseers vacant, the present orders seem to contemplate their employment in their original posts only. No posts of Overseers or Suboverseers can be created simply because there are some qualified Suboverseers in excess of requirements in a Division. I agree to tho Association's proposal of giving preference to deparmental candidates, who have passed Suboverseers' examination, for appointment as Suboverseers instead of appointing outsiders.

Id/-

Superintending Engineer,
Karnatak Irrigation Circle.

DJT./-

5

No.G.R.31. Office of the Superintending Engineer,
Karnatak Irrigation Circle,
Dharwar: 7th September 1949.

To

The Secretary to Government,

Public Works Department,

Bombay.

Subject: Resolutions passed at the 2nd Annual General Meeting of the Bombay P.W.D. Sub-overseers Association.

Reference: Government endorsement, P.W.D., No. S-37/2/43600-E(II), dated the 10th August 1949.

2. My remarks on the four Resolutions passed at the 2nd Annual General Meeting of the Bombay P.W.D. Sub-overseers' Association, are submitted herewith, separately on each Resolution and in qudraplicate, as desired.

Id/-

D.A.: 4 reports in quadruplicate.

Superintending Engineer,
Karnatak Irrigation Circle.

DJT./-

7

L E T T E R.

From

The Superintending Engineer,
Southern Circle, Belgaum.

To

The Secretary to Government,
Public Works Department, Bombay.

No.G-40. Public Works Department,
Belgaum: 24th October.49.

Subject : Resolutions Nos. 3,4,12 & 15 passed at the 2nd Annual General Meeting of the Bombay Public Works Department Sub-overseers' Association.

Reference: Government Endorsement No.S-37/2/ 43600-E(II), dated the 10th August, 1949.

As called for in Government Endorsement No. quoted above, I have to submit my report (in quadruplicate) on each of the Resolutions Nos. 3, 4, 12 & 15 passed at the 2nd Annual General Meeting of the Bombay Public Works Department Sub-overseers' Association as under :--

Resolution No.3: It has been experienced that the technical knowledge of the sub-overseers is very poor and it is not, therefore, desirable to bring these sub-overseers on the Permanent Establishment. Besides, the dearth of the overseers is now expected to be made up in a couple of years from the successful candidates from the newly started Hubli and Sangli Colleges and men of higher qualifications from the Mysore Colleges etc.

Resolution No.4: I agree that a seniority list of sub-overseers as in the case of other classes of Establishment viz. Overseers, Surveyors and Clerks, etc. should be maintained by the Superintending Engineers of Circles and promotions ordered on the strength of seniority and merit.

Resolution No. 12: As the technical knowledge of the sub-overseers is found to be very poor it is doubtful whether the majority of this class

of .....

of establishment (excepting very few who may be naturally intelligent) would be able to pass the professional examination of overseers even after 6 years' service. It is not, therefore, considered necessary to reduce the period to 3 years from 6 years.

Resolution No.15: As Engineering Colleges have newly been opened at Hubli and Sangli, men of higher qualifications are now available for re-cruitment as overseers. It is not, therefore, considered necessary to continue all the sub-overseers excepting the really able men among them in officiating overseers' and technical overseers' jobs. They will have to be reverted to their perma-nent posts of Maistries gradually as higher qualified men become available. The sub-overseers should not be made permanent overseers unless they pass the professional Examination of overseers.

Id/-

Superintending Engineer,
Southern Circle.

F.B.(II) P. W. D.

Report from the S.E.,S.G.C., may be awaited.

Id/- Id/-

9

Letter.

No.S.37/2/79828-E(II). Public Works Department,
Bombay Castle (Bombay No.1),
14th December 1949.

To

The Electrical Commissioner with the Government of Bombay.
The Superintending Engineers of Circles.
The Public Health Engineer to Government.

Subject :- Resolutions passed at the 2nd Annual General Meeting of the Bombay Public Works Department Sub-Overseers' Association.

Reference : Government Endorsement No.S.37/2/43600-E (II), dated 10th August 1949, and your reply thereto.

2. Government considers that the grievance expressed by the above said Association in Resolution No.15 passed at its 2nd Annual Meeting is genuine. Government is, therefore, pleased to direct that such of the Sub-overseers, who are Departmentally trained, should be given preferential treatment while appointments in the vacancies of Sub-overseers are made.

[Add in the case of Superintending Engineer, Eastern Circle, only.]

3. It has been stated by you in your letter No.G.40(b)/6283, dated 15th September 1949, that the Sub-overseers are made to work as Maistries and Karkuns for want of vanancies in Sub-overseers' grade. Your attention is invited to paragraph 3 of Government Letter No. 6846/36(1)-E(II), dated 26th October 1949, wherein instructions have been issued to fully utilise the Sub-overseers' services. You are accordingly requested to appoint such of the trained Sub-overseers, who are at present working as Maistries and Karkuns, as Sub-overseers against vacancies in the sanctioned strength of overseers and surveyors.

By order of the Governor of Bombay,

Id/-
(K. V. Joglekar),
for Deputy Secretary to the Government of Bombay,
Public Works Department.

D.A.-Nil.

Letter.

No.S.37/2/49729-E(II). Public Works Department,
Bombay Castle (Bombay No. 1),
5the July 1950.

To

The Electrical Commissioner with the Government of Bombay.
The Superintending Engineers of Circles.
The Public Health Engineer to Government.

Subject:- Retrenchment of Sub-Overseers.

It has been represented to Government that the retrechment in the cadre of Sub-Overseers is resulting in an anomaly in asmuch as juniors are retained in one Circle while their seniors are retrenched in the same Circle or other Circle. In paragraph 3 of Government Letter No.1343/48-E(II), dated the 15th December 1949, you were requested to maintain a seniority list of Sub-Overseers Circlewise. You are requested to see that, in retrenching the Sub-Overseers, discharge takes place in order of juniority, other things being equal.

2. You are also requested to supply in good time to all other Superintending Engineers a list of Sub-Overseers proposed to be retrenched in your Circle, giving names, qualifications and other details (age, experience, record, etc.), so as to enable them to absorb some of the personnel in vacancies which are existing or may be created in their Cricles by discharge of unfit Sub-Overseers.

3. A report should be submitted to Government at an early date on the following allegations which have been made:-

(1) While some Sub-Overseers have been retrenched the posts held by them have been filled up by new appointments of Overseers (D.C.E.) fresh from the College after issue of the retrenchment orders.

(2) Surveyors with inferior academic qualifications and training have been retained in service in preference to Senior Sub-Overseers with better qualifications.

(3) .....

(3) Sub-Overseers on the temporary establishment have either been reverted to posts of Maistries and Karkuns or appointed on work-charged establishment and that permanent Maistries and Karkuns working as Sub-Overseers might also have been discharged or appointed as temporary to work-charged Maistries and Karkuns.

4. It has also been represented that as Surveyors have been designated as Sub-Overseers, and preferential treatment meted out to them, Surveyors should be treated on the same basis as Sub-Overseers. You are requested to report to Government on the point if any such cases have occurred in your Circle.

By order of the Governor of Bombay,

Id/-

Assistant Secretary to the Government of
Bombay Public Works Department.

D.A.-Nil.

No.G.-40/2

Public Works Department,
Belgaum: 4th September 1950.

To

The Secretary to Government,

Public Works Department,

BOMBAY 1.

Subject: Retrenchment of Sub overseers.

Reference: G.L.,P.W.D. No. 537/2/49729-E(II) dated 5th July 1950.

2. Para 1: Noted.

3. Para 2: Noted.

4. Para 3: (1) Two D.C.Es were appointed shortly after the receipt of G.R.F.D. No. 7983/33 of 5th May 1950 as there was standing demand from the Executive Engineers for properly qualified technical men. No suboverseer was, however, retrenched when these appointments were made.

(2) No such case occurred in this Circle.

(3) Certain Sub overseers have been borne on work-charged establishment in the capacity of Sub overseers only i.e. without loss of pay. Six Sub overseers have been reverted as maistries for the purpose of effecting an initial 5% cut in the cadre of overseers. Permanent mastries & karkuns have not been discharged or appointed on Temporary or work charged Establishment.

5. Suveyors have not been designated as Sub overseers in this Circle and preferential treatment given to them.

Id/-

Superintending Engineer, S.C.

Copy forwarded with compliments to the Chief Engineers to Government, Public Works Department, Bombay,1, for information.

No.G-40.

Office of the Superintending Engineer,
Karnatak Irrigation Circle,
C.V. Dharwar: 23rd September 1950.

To

The Secretary to Government,
Public Works Department,
Bombay.

Subject: Retrenchment of Sub-Overseers.

Reference: Government Letter, (P.W.D.) No.S-37/2/49729-E (II), dated the 5th July 1950.

2. The instructions issued in para 1 and 2 of the Government letter referred to, are noted and accordingly a combined seniority list of Sub-overseers in this and Southern Circle is being prepared.

3. My remarks on each of the three allegations referred to in para 3 of the Government Letter are as under :--

Allegation No.1:- No such cases have occured in this Circle.

Allegation No.2:- Remarks against allegation No. 1 above hold good in this case also.

Allegation No.3:- Two Sub-overseers on the temporary establishment in this Circle who were appointed against the sanctioned strength of temporary Overseers were reverted for a short period only to their original substantive posts of Maistries as soon as qualified men were appointed against these posts. No permanent Maistries and Karkuns working as Sub-overseers in this Circle have either been discharged or appointed as temporary or work-charged Maistries and Karkuns.

4. The question of treating Surveyors on the same basis as Sub-overseers does not arise and would lead to anamalous position as the qualifications and scale of pay of Surveyors are analogous to those of Overseers. The Surveyors are therefore naturally entitled to get preferential treatment than Sub-overseers who are less qualified and thus are allowed lower scale of pay. No cases of this type have so far occured in this Circle.

Sd/-

Superintending Engineer,
Karnatak Irrigation Circle.

Id/-

THROUGH:

The Chief Engineer
Public Works Department
B O M B A Y.

Retrenchment:

Sub-Overseers.

GOVERNMENT OF BOMBAY.

PUBLIC WORKS DEPARTMENT.
Circular No. S.
37/2/87678.

Bombay Castle (Bombay No.1), 13th
February 1951.

C I R C U L A R.

With a view to removing certain anomalies arising out of Retrenchment of Sub-Overseers, Government is pleased to direct as under :--

(i) Sub-Overseers having more than five years' service and with a satisfactory record should be treated as non-qualified Overseers and may be retained as Sub-Overseers against the Sanctioned posts of Overseers and Surveyors.

(ii) A combined seniority list of temporary and work charged Sub-Overseers not covered by (i) above should be prepared on Zonal basis, each Zone comprising the offices indicated below on the basis of length of service and persons, in all the Circles of a Zone, retrenched in the order of Juniority:-

Zone 'A'	...	North Gujarat Circle. Gujarat Irrigation Circle. South Gujarat Circle. Public Health Works Division (in Gujarat).
Zone 'B'	...	Bombay Circle. Central Cricle. Deccan Irrigation Circle. Public Health Works Division (in the Deccan).
Zone 'C'	...	Karnatak Irrigation Circle. Southern Circle and Divisions of the former Koyna Irrigation Circle, and Public Health Works Divisions at Kolhapur and Dharwar.

(iii) In case a permanent Maistry trained as a Sub-Overseer becomes eligible for the Sub-Overseer's post, the substantive post of the Maistry should preferably be offered to the retrenched Sub-Overseer in order of seniority.

(iv) A Zonal list of retrenched Sub-Overseers in order of seniority should be maintained and all the Public Works Department Officers in the Zone should be asked to emply men from the list as and when vacancies occur.

2. The Superintending Engineer, North Gujarat Circle, should be in charge of Zone 'A', the Superintending Engineer, Central Circle, should be in charge of Zone 'B' and the Superintending Engineer, Souther Circle, should be in charge of Zone 'C'. The other Superintending Engineers of Circle should forward the seniority list of those who are in service and of those who are retrenched, separately, to the Superin--tending Engineer, in charge of the Zone concerned, who should then consolited the list and furnish copies to all concerned. The appointment and retrenchment of a Sub-Overseer should be done in consultation with Superintending Engineer in charge of the Zone.

By order of the Governor of Bombay,

Id/-

(K.V.Joglekar,)

Deputy Secretary to the Government of

Bombay, Public Works Department.

G.C.,No.S.37/2/87678, P.W.D., dated the 13th Feb. 1952.

To

The Finance Department.
The Political and Services Department.
The Chief Engineer, Public Works Department.
The Electrical Commissioner with the Government of Bombay.
The Superintending Engineers of Circles.
The Electrical Engineer to Government.
The Public Health Engineer to Government.
The Housing Commiss ioner.
The Joint Director of Agriculture (Engineering),
The Director of Public Instuction.
The Principal College of Engineering.
The Accountant General, Bombay. (through Finance Department).
All Executive Engineers of Divisions.
The Deputy Accountant General, Baroda.(thro. Financ Deptt).

No. of 1951.

Copy forwarded for information and guidance to